



County of Los Angeles CHIEF EXECUTIVE OFFICE

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WILLIAM T FUJIOKA
Chief Executive Officer

February 14, 2013

To: Supervisor Mark Ridley-Thomas, Chairman
Supervisor Gloria Molina
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

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DEPARTMENT OF CHILDREN AND FAMILY SERVICES REQUEST FOR SALARY PLACEMENT FOR MS. FESIA DAVENPORT UPON APPOINTMENT TO THE POSITION OF CHIEF DEPUTY DIRECTOR, CHILDREN AND FAMILY SERVICES (UNCLASSIFIED)

The Department of Children and Family Services (DCFS), with the support of the Chief Executive Officer (CEO), requests approval of salary placement for Ms. Fesia Davenport upon appointment to the vacant and budgeted position of Chief Deputy Director, Children and Family Services (UC), Item No. 9112, at an annual base salary of \$200,000. The base salary placement for Ms. Davenport onto Management Appraisal and Performance Plan Tier I Salary Range R17 (the Board approved range for this position) will place Ms. Davenport above the control point of the range. This salary is recommended based on Ms. Davenport's strong performance in her current role as Chief Deputy Director and Chief Attorney for the Child Support Services Department (CSSD), her extensive programmatic and legal experience serving children in the County of Los Angeles, her knowledge of Title IV programs, and the demanding requirements of this position.

As Chief Deputy Director, Ms. Davenport will report to Philip Browning, the Director of DCFS, and will be responsible for supervising the Department's budget, finance, contract and administrative functions, formulating and implementing critical strategies and policies, proactively providing oversight of all program areas including regional offices, juvenile court operations and other DCFS service functions. She will have responsibility for a Department budget of over \$1.8 billion and the supervision of approximately 6,500 staff.

Ms. Davenport has over 14 years of progressively responsible experience in the County of Los Angeles, having worked in both the Office of the District Attorney and CSSD. Since June 2010, Ms. Davenport has served as Chief Deputy Director and Chief Attorney for CSSD, and is responsible for overseeing the Department's budget, negotiating and monitoring

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contracts, monitoring human resources and employee relations, developing and implementing strategic initiatives to improve program performance, and managing the legal operations of the Department. In this role, Ms. Davenport has made a number of significant contributions to the County. Most notably, in response to a State audit, she played a major role in negotiating a \$53 million demand for payment to \$4.5 million, reducing 11 findings to 3 findings.

Ms. Davenport has a reputation as an innovative and resourceful manager. She has performed at the executive level in an outstanding manner and is well respected throughout Los Angeles County by her peers and subordinates.

In accordance with established practices regarding managerial appointments, unless otherwise instructed by the Board by March 1, 2013, the CEO will advise the Department of Children and Family Services that authorization has been granted to proceed with Ms. Davenport's appointment to Chief Deputy Director, Children and Family Services (UC), at an annual base salary of \$200,000, effective no sooner than March 4, 2013.

If you have any questions, please contact me, or your staff may contact Steve Masterson at (213) 974-8481.

WTF:BC:SJM
AP:ra

c: Department of Children and Family Services
Executive Office, Board of Supervisors
County Counsel

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